



STATEMENT OF PROCEEDINGS FOR THE
SPECIAL MEETING OF THE
WOMEN AND GIRLS INITIATIVE
GOVERNING COUNCIL

Monday, November 15, 2021

1:00 PM

Virtual Meeting

Governing Council Members, staff, and the public attended meeting via Microsoft Teams Video Conferencing or by phone.

1. Roll Call and Review of Meeting Logistics - Alisa Williams (21-4403)

Chair Bea Stotzer called the meeting to order at 1:05 p.m.

Alisa Williams, Chief Executive Office (CEO) Analyst, called the roll. Among those present were Women and Girls Initiative (WGI) Governing Council staff: Abbe Land, Executive Director, Porsha Potts, Senior Sec. III, and Alisa Williams. Also, in attendance were Jackie Filla, Ph.D., WGI Research Consultant, Marissa Ayala, Sheila Kuehl Policy Fellow and Angela Parks, County Counsel.

Present: Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

Absent: Alice S. Petrossian and Angela Underwood-Jacobs

I. ADMINISTRATIVE MATTER

2. Approval of Minutes October 25, 2021 (21-4404)

Executive Director Abbe Land noted the following revisions in the minutes of October 25, 2021.

- **Page 2, last paragraph – should read, Ms. Osborn asked how is the WGI substantially pointing the way to ...**
- **Page 3, 1st paragraph – should read, In response to Chair Stotzer question, Ms. Osborn will report back on the request for an extension...**
- **Page 8, 1st paragraph – should read, Chair Stotzer requested that the**

report recommend the County to quantify...

On motion of Member Jane Templin, seconded by Member Anita DeFrantz and unanimously carried by the following vote, the Governing Council approved the amended meeting minutes from October 25, 2021.

Ayes: 13 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

Absent: 2 - Alice S. Petrossian and Angela Underwood-Jacobs

Attachments: [SUPPORTING DOCUMENT](#)

II. REPORTS, UPDATES & POSSIBLE ACTIONS

3. Chair Report - (Bea Stotzer)
 - a. Focus of December meeting
 - b. Meetings in 2022 (21-4405)

Chair Stotzer announced the December 2021 meeting will focus solely on the final report and potential recommendations. Chair Stotzer thanked Member Chris Hershey for the hard work along with hurtling all the incredible ideas coming her way. The WGI has overcome many challenges and as our time is coming to an end, the Governing Council must remain focused on what will encourage the County to incorporate a gender lens. Chair Stotzer hopes to hold a retreat or additional meetings in January 2022 to discuss everything prior to finalizing the report. Chair Stotzer stated she is very grateful for the Governing Council's hard work and hopes to develop some really great recommendations for the report.

Chair Stotzer introduced Jackie Filla, Ph.D., WGI Research Consultant, whose presentation is on Applying a Gender Lens to Economic Resiliency.

4. Applying a Gender Lens to Economic Resiliency in Los Angeles County (Jackie Filla, Ph.D.)
 - a. Receive and File Applying a Gender Lens to Economic Resiliency in Los Angeles County Report (21-4407)

Jackie Filla, Ph.D., WGI Research Consultant, PowerPoint presentation, "Applying a Gender Lens to Economic Resiliency in Los Angeles County (see Supporting Document)," consists of the findings and recommendations. In the beginning, the WGI was focused on economic mobility and the committee met quite often and applied a working definition to the term for economic mobility. However, due to the COVID-19

pandemic. The WGI had to reset from mobility to resiliency.

Dr. Filla stated the She-recession, describing the COVID-19 pandemic effects on women, underlined many of the inequities the WGI had already realized. The aim was to produce two types of recommendations that the Governing Council can select to advocate and move forward. The first type was concerning future data collection tools and proxy measure recommendations needed to accurately track economic resiliency and mobility across County residents using a gender lens; and the second was to produce a programmatic recommendation to promote greater economic mobility for female residents within the County.

Methodology

Dr. Filla reported interviews were conducted with 10 County departments. The Departments were identified for having relevant data collection and programmatic insights into the County's economic resiliency efforts. Each department offered, with more than one person, a one to two hour guided discussion of their department programmatic work and completed the 12- page interview guide. The departments were willing participants of the project and completed a follow up survey concerning current data collection practices.

Findings – Four Focus Areas

Dr. Filla reported the main findings from the department interviews are indicated by the Four Focus Areas. Applying a gender lens to County investment and economic recovery efforts for businesses and residents; and Focus Area Two assign a gender lens to County loans, grants, and investment opportunities. The lack of data collection protocols for any type of gendered analysis to inform planning and decision making is limited. The State of California (State) rarely requires the collection of gender data and this is key because the County offers services directly to County residents and has no say in what is collected which further compounds the problem. The good news is County's Internal Services Department (ISD) is working to address this problem. The Third Focus Area is to assign a gender lens to County programming efforts and investments in diversifying industries employ residents. There is a lack of programming due to perceived legal restrictions as well as a lack of data collection to create accountability which impedes a fair review of racial and gender hiring policies and the contracting process.

The Fourth Focus Areas is applying a gender lens to County investment in the childcare infrastructure within its supervisorial districts and efforts, and partnerships to promote flexibility in post pandemic work arrangements. The County is not a childcare provider; the County provides a lot of leases for early childhood education centers; and the County does not oversee the day-to-day management for childcare. The County leases facilities to nonprofit and private childcare providers. One big problem the County has cited is that the State of California is increasing the qualifications for childcare workers without increasing compensation associated with the new qualifications. California Governor Gavin Newsom is moving to have universal pre-kindergarten which will have a detrimental financial impact on childcare centers. The WGI wants to ensure a holistic approach is taken to embrace all the factors involved with childcare through an economic lens. Using this lens will focus on childcare workers/providers and the parents that are predominantly women. Lastly, the County is thinking of telework options for low paying jobs, low-income families and employers without high speed Internet access while considering the promotion of telework options Countywide.

Recommendations:

1. Task departments with creating agender-related data inventory of programs and services with the goal of increasing gendered data collection capacity. It is unclear what data collected by the County data management systems owned by the state of California include gender and race variables. One department noted that there is very little sexual orientation and gender identity, and expression (SOGIE) data collected, and the County should consider more options in capturing gender identity. An assessment of how these systems can be merged with one another is also crucial to fully applying a gender lens to the County's vast body of work.
2. Continue to assist departments in improving their data collection practices, with an eye toward preparing them to have the capacity to conduct a baseline economic census of residents by Supervisorial district every 10 years disaggregated by gender, race, and age. There is very little sub-national economic data disaggregated by gender in existence, which leave us with a gendered blind spot in our understanding of the region's economic mobility and resiliency needs. This lack of data also leaves departments without key baseline information about the targeted populations their programming seeks to serve.
3. Evaluate more opportunities to award resources with an equity lens. The use of more data-driven decision making (particularly concerning anti-poverty programming) will support an economic needs-based

4. **Work with counsel to develop legal guidelines and/or trainings for departments about their legal abilities to incorporate a gender lens into their work. Lack of understanding of the legal landscape makes departments hesitant to try to address inequity and many believe it prevents the County from engaging in data collection or any programming for target groups. Helping to clarify these concerns will allow departments the freedom to think creatively about how to address inequity within a legally permissible framework.**
5. **Pursue legislative advocacy at the state and federal levels to amend data collection policies to include gender. Many data management systems used in the County's economic, health and social services programming is owned by the State of California and does not require or allow the collection of data disaggregated by gender. Adding gender data collection protocols enhances the County's ability to apply a gender lens to its work but will enable the state to begin to apply a gender lens to its policies.**
6. **Include childcare infrastructure in regional land use economic development planning, particularly in the analysis of County buildings and County-held land. Considering how to incorporate childcare into regional planning at the district and individual building level is key to ensuring an adequate supply of childcare facilities, as is considering taxation and funding mechanism necessary to ensure a large enough childcare workforce to support childcare facility needs.**
7. **Continue to support use of the Gender Impact Assessment tool to assist departments in applying a gender lens to their internal and external operations. The WGI has been working in partnership with the OCIO and a departmental workgroup to establish a custom Gender Impact Assessment, which is a best practice for setting and tracking gender equity goals in internal and external government operations.**
8. **Departments should explore the use of interim proxy measures for data disaggregated by gender and other pertinent demographic data until greater data management capacity can be built within the County. Departments should work with OCIO and CEO to identify proxy measures that may be used to assist them in applying a gender lens to their work and work to build greater gendered data collection capacity.**

The Governing Council Members shared accolades for a report well done.

In response to questions, Dr. Filla stated the level of sophistication to implement the recommendations takes political will and a culture shift on how the County analyzes its responsibilities. It also involves the mandate created by the Board who has the power to make changes. However, obtaining programmatic data will require a change at the State level and the County's role in advocating that the State change its policies. Dr. Filla stated from past experiences, the WGI has only one shot to introduce the

value of gender equity so bringing in a subject matter expertise ensures there is guidance and is the key to success. At the launch of this event, participants collecting data need to be successful enough to generate the momentum necessary to sustain the program. Dr. Filla agrees funds from the Building Back Better legislation may assist in getting the County to take a lead and getting its legislative staff to get regulations changed, she also believes that the gender impact assessment toolkit is the apparatus that can build the capacity to set gender equity goals and develop strategies and track progress. Dr. Filla stated she worked with departments to ensure it is compatible, understandable and will at least keep the County advancing toward accountability using a gender lens.

Member Carmen Shaye commented on separating the grouped recommendations to two different categories, women of color and older women.

Member Perla Hernandez-Trumkul, suggests the WGI meet on a different level once the WGI sunset to continue the work together.

Chair Stotzer stated no one knows how many childcare slots are needed in the County for women wanting to return to work. The County cannot even answer the question of how many women with children will not become homeless and have a better rate of return in terms of services provided by the County. Chair Stotzer thanked Dr. Filla for the wonderful work and hopes the recommendations from the report in addition to the other report the Governing Council produced will motivate action and a commitment from the Board.

On motion of Member Anita DeFrantz, seconded by Member Jane Templin and unanimously carried by the following vote, the Governing Council received and file Applying a Gender Lens to Economic Resiliency in Los Angeles County recommendations with amendments for the final report submission to Board of Supervisors.

Ayes: 13 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

Absent: 2 - Alice S. Petrossian and Angela Underwood-Jacobs

Attachments: [SUPPORTING DOCUMENT](#)

5. Community Engagement Ad Hoc Committee Update (Sharon Shelton)
 - a. Receive and file WGI Virtual Town Hall report and approve Ad Hoc Committee recommendations to submit to Board of Supervisors (21-4408)

Member Sharon Shelton, Chair of the Community Engagement Ad Hoc Committee, provided a brief overview of the report, “Companion Policy Recommendations from the Los Angeles County Women and Girls Initiative’s Community Engagement Ad Hoc Committee.” Member Shelton first acknowledged current and past Ad Hoc Committee active members and WGI staff that drove the meetings, and the report to its final version.

The Virtual Town Hall (VTH) meetings and the initial report were from the efforts of Imelda Padilla, WGI Community Engagement and Outreach Consultant. The PowerPoint presentation, “Virtual Town Hall Report Overview and Companion Policy Recommendations (see Supporting Document),” outlined the purpose of the virtual town hall meetings and highlighted the recommendations in the report through a gender lens. Along with the health pandemic, VTH reviewed vulnerable and marginalized populations that included women of color, and low-income women over 55. The VTH in 2020 intentionally brought together a broad spectrum of women participants from the public along with community services providers at the ground level.

Member Shelton stated the report was divided into five (5) categories: Economic Resiliency; Health and Domestic Violence; Education and Programs; Budget; and Data. The definition of Domestic violence was expanded to include gender-based violence, sexual assault, domestic sex trafficking, and bullying. The most significant issues were the inequities of the most vulnerable populations within the gender lens which were women of color, women over 55, and low-income women. The WGI needs to really push these issues forward. Also, disconcerting was the restrictions for funding which needs to be removed. Under Data and Budget, the County must take the lead in collecting data and directing the budget equitably towards the disenfranchised who truly need the resources and education on how to obtain the resources.

The Ad Hoc Committee and the WGI staff ensured the Companion Policy Recommendations addressed the mindset of the VTHs. The Ad Hoc Committee wanted to make sure gender parity and racial equity is included in all the County’s workforce development and training efforts. The County as an employer/provider/partner must establish the lead in training and reviewing implicit biases and mental health issues. Also, the County must expand these efforts into career development strategies that provide

economic security especially in occupations where women are underrepresented. As for childcare, the Ad Hoc Committee is asking for resources for women throughout the County to grow in early childhood education as a teacher with living wages. To be accountable by providing an annual report that clearly quantifies childcare data by workers, teenage parents, low-income parents, etc. For young women and girls, the Ad Hoc Committee wants to expand the only two high school's that provide childcare and ensure STEM (science, technology, engineering, and math) with sports and leadership are prioritize policies that use STEM as a pathway for women of color seeking a career.

Member Shelton reported data should be used to disaggregated gender, age, and race. Budget policy decisions should use the full spectrum in a gender lens to establish a baseline of data on poverty, measure the number of women who move out of poverty, and become the indicator for County services and interventions. Provide funding for mental health services for girls and young women inclusive of women over 55 and essential workers. Also, important is disaggregated data of all neighborhoods within the County to determine the needs of the marginalized. Member Shelton stated again data is essential to making all things equitable. The recommendations were derived from the virtual town hall meetings attended by the community, organizations and various County departments who openly discussed their concerns and resources needed for improving the lives of women and girls in Los Angeles County.

Vice Chair Wendy Greuel was asked to chair the meeting in Chair Stotzer absence.

Member Carmen Shaye requested the actual report separate women of color and older women because lumping the two together will not necessarily provide the focus needed to develop and assist each population.

On motion of Member Jane Templin, seconded by Member Carmen Shaye and unanimously carried by the following vote, the Governing Council received and filed the amended WGI Virtual Town Hall report and approved the Ad Hoc Committee recommendations to submit to Board of Supervisors.

Ayes: 11 - Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton and Jane Templin

Absent: 2 - Alice S. Petrossian and Angela Underwood-Jacobs

Excused: 2 - Chair Bea Stotzer and Kathy Spillar

Attachments: [SUPPORTING DOCUMENT](#)

6. WGI Final Report Ad Hoc Committee Update (Chris Hershey) (21-4409)

Member Chris Hershey, Chair of the WGI Final Report Ad Hoc Committee, reported the Ad Hoc Committee is in the process of incorporating recommendation submissions into the final report to make them as powerful as possible. On December 13, 2021, the Governing Council will focus solely on the final report and recommendations for the WGI to discuss everything culminated until now. Member Hershey thanked WGI members for generously reaching out with amendments, additions, and ideas. The Ad Hoc Committee is steering towards a happy conclusion.

7. CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women) Update (Araceli Campos) (21-4410)

Member Araceli Campos reported on November 16, 2021, the Board will vote on the first phase of CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women). Generally, there are three (3) phases: Phase 1 is the resolution to introduce the principles of CEDAW; Phase 2 is an ordinance officially stating CEDAW is part of Los Angeles (LA) County government; and Phase 3 is the implementation of CEDAW into policies and practices. The resolution endorses the values and spirit of CEDAW to promote gender equity and prevents discrimination against women and girls in LA County.

Member Campos stated there is more to come and congratulated everyone on the Governing Council. It always amazes her that CEDAW was not signed nationally but we will get there.

Executive Director Abbe Land will check in with the Board offices supporting the motion to determine protocol. Either way the Governing Council can speak before the Board. Executive Director Land acknowledged the tireless work Member Campos and Marissa Ayala, Sheila Kuehl Policy Fellow generated on behalf of the WGI. Executive Director Land will update everyone via email with information relating to the Board motion.

Member Campos reiterated the County's commitment to equity for women and girls continues to progress and expand and now is the time for the County to formally integrate these principles into our local government. This is a historical moment as we approach Phase 3 which will build on the legacy.

8. Homeless Women Ad Hoc Committee Update (Wendy Greuel)
 - a. Recommendations sent to LA Blue Ribbon Commission on Homelessness (21-4411)

Vice Chair Wendy Greuel, Chair of the Homeless Women Ad Hoc Committee, reported the Ad Hoc Committee recommendations were submitted to the Blue Ribbon Commission on Homelessness. Vice Chair Greuel appreciated everyone's help as the recommendations continue to move forward as well as being added into the final report. Executive Director Land reported the Blue Ribbon Commission on Homelessness contacted the WGI to clarify some of the recommendations therefore, a meeting was scheduled the first week of December 2021 for further discussion.

9. Gender Parity at LASD Ad Hoc Committee Update (Kathy Spillar)
 - a. Board of Supervisors Nov. 2, 2021 motion: Advancing Gender Parity at LASD (21-4412)

Member Kathy Spillar, Chair of the Los Angeles Sheriff's Department (LASD) Ad Hoc Committee, reported on November 2, 2021 the Board considered a motion brought by Supervisors Sheila Kuehl and Hilda Solis that was based on the Los Angeles Sheriff's Department Ad Hoc Committee's report and recommendations. To advance gender parity as a legislative priority to policing requirements, the Board directed County Counsel in consultation with the Chief Executive Office, the Legislative Affairs and Intergovernmental Relations division and the WGI to report back in 60 days with an analysis of the Peace Officer Standards and Training (POST) requirements and make recommendations on legislative or regulatory changes that would promote gender parity within the LASD. The analysis is to address the physical agility portion of POST requirements as well as any portion of POST requirements that can be revised with the goals of increasing relevance and modernization. The Board unanimously passed the recommendation that the WGI will help drive the next 60 days of work.

Member Spillar reported there are three (3) new major studies since the WGI completed its work. The studies are conducted by the State of Florida, North Charlotte Police Department, and the Chicago Police Department that bears concrete data that adding women into a department decreases excessive use of force, improves communications among citizens, and fewer confrontations in communities while interacting with citizens. Member Spillar is very optimistic that something concrete will happen at the State level to establish what makes a good police officer.

10. At-Promise Girls Ad Hoc Committee Update (Anita DeFrantz)
a. “Diverting Black Girls in Los Angeles County from the School-to-Prison Pipeline through Intersectional Policy Solutions” presentation to Youth and Families Justice Sub Committee (Nov. 17) & LACOE Board of Education (Dec. 7)

Member Anita DeFrantz, Chair of the At Promise Girls Ad Hoc Committee, reported the Ad Hoc Committee is able to meet with several important groups and will continue doing so moving forward. Additionally, the Department of Mental Health advisement was to include in the report that before any action is taken to ask the young girl, “what happened to you?” As opposed to responding to a situation that will penalize the youth. Executive Director Land and Ms. Ayala continue to hold meetings with everyone including the Youth Commission.

EXECUTIVE DIRECTOR'S REPORT

11. Updates from Executive Director Abbe Land (21-4414)

Executive Director Land reported the following:

- **The Employee Climate Survey report findings overall indicated little change in the last two years due to the Coronavirus pandemic. However, the County has made a real effort to raise awareness about nonbinary employees, the use of pronouns and about understanding some of the work barriers that might impact people.**
- **LA County Fire Department is increasing the frequency of exams, in an effort to increase the number of women firefighters. When the WGI started this work under 2 percent of the firefighters were women and now it's up to 2½ percent.**
- **Based on a discussion with the Chief Executive Office (CEO), the WGI will hold its last two (2) meetings on January 24 and February 28, 2022. The WGI will personally go before the Board either in March or the beginning of April depending on the Board's calendar. If the Governing Council feels additional time is needed, additional meetings will be scheduled in January or February of 2022. Executive Director Land is uncertain if the meetings will continue to be held virtually.**
- **Executive Director Land really appreciated everyone's quick response in submitting their vaccination status.**

III. MISCELLANEOUS

12. Announcements (21-4416)

There were no announcements.

Public Comment

13. Public Comment (21-4417)

There were no public comments.

Adjournment

14. Adjourn to Special Meeting: December 13, 2021 1pm (21-4418)

Vice Chair Greuel wished everyone a merry Thanksgiving holiday.

On motion of Member Jane Templin, seconded by Member Perla Hernandez-Trumkul and unanimously carried by the following vote, the Governing Council approved the meeting adjournment at 2:42 p.m. for a Special Meeting scheduled for December 13, 2021 at 1:00 p.m.

Ayes: 10 - Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Chris Hershey, Sandra Mendoza, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton and Jane Templin

Absent: 2 - Alice S. Petrossian and Angela Underwood-Jacobs

Excused: 3 - Chair Bea Stotzer, Perla Hernandez-Trumkul and Kathy Spillar